

VIDC

Vancouver Island District Council

Agenda

September 23, 2023

Coast Bastion Hotel, Nanaimo BC

Minutes

May 13, 2023



Meetings

Executive Meeting: September 23rd – 9:00 am (hybrid- opens at 8:45am)

General Meeting: September 23rd – 1:00 pm(hybrid – opens at 12:45pm)

Elections:

1 2-year Trustee

Send reports in advance to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

[See page 5](#) for Quarterly fundraiser information.



GENERAL MEETING AGENDA **September 23, 2023**

RECOGNITION OF TERRITORIES

Vancouver Island District Council would like to acknowledge and respect the 54 distinct First Nations and cultures on Vancouver Island and Powell River on whose traditional ancestral unsundered (stolen) territories its delegates are grateful to be able to live and work, and whose historical relationships with the lands and territories of what is known on colonial maps as Vancouver Island and Powell River continue to this day. VIDC also acknowledges and respects the Snuneymuxw First Nation on whose lands we hold our in-person meetings. VIDC recognizes that colonization and associated attitudes, policies and institutions have significantly changed Indigenous peoples' relationship with this land and we are committed to redressing those historical and continued barriers which were created through colonialization as we seek to journey towards reconciliation. We ask all participants to reflect, acknowledge and honor in their own way the Indigenous lands and cultures, on which they live and work.

1. ROLL CALL OF OFFICERS

- a. HEALTH AND SAFETY, EMERGENCY PREPAREDNESS STATEMENT
- b. EQUALITY STATEMENT
- c. GREEN STATEMENT

As our Union fosters awareness of Reducing, Reusing, and Recycling, CUPE members should be mindful of their choices, and endeavour to make decisions that support the best practices protecting the environment.

Please recycle all distributed documents, respecting the confidentiality of the material therein. Bring a reusable cup to your meetings, and commit to walk, bike, carpool or take public transportation when you can. In this way, we respect our environment, each other and future generations.

WELCOME TO GUESTS, STAFF AND Presenters

2. Sergeant at Arms REPORT & PRESENTATION OF AFFILIATES AND CREDENTIALS
3. OBLIGATION OF NEW DELEGATES
4. APPROVAL OF THE AGENDA – September 23, 2023
5. APPROVAL OF THE MINUTES – May 13, 2023
6. MATTERS ARISING FROM MINUTES
7. TREASURER'S REPORT
8. COMMUNICATIONS AND CORRESPONDENCE
9. REPORT OF THE VIDC EXECUTIVE BOARD
10. CUPE BC REPORT
11. REPORTS OF THE COMMITTEES/WORKING GROUPS
12. AREA REPORTS
13. NOMINATIONS, ELECTIONS AND INSTALLATION OF OFFICERS
Elections:
 - 1 2-year Trustee
14. UNFINISHED BUSINESS
15. NEW BUSINESS
16. GOOD AND WELFARE OF THE COUNCIL
17. ADJOURNMENT

September Fundraiser

CEDAR WOMAN HOUSE - Nanaimo



Nuts'amaat Shqwaluwn

(One thought, one mind)

Cedar Woman House is a 24/7 staffed transition house for women and their dependant children who have experienced or are at risk of experiencing violence.

Cedar Woman House serves the immediate need for access to safe shelter and transition supports on a short-term or temporary basis. Cedar Woman House is designed around Indigenous values, cultural priorities and programming.

All women and their dependent children in need of transition housing supports are welcome. The house is especially intended to support Indigenous women and children from the communities of Qualicum First Nation, Snaw-Naw-As First Nation, Snuneymuxw First Nation, Stz'uminus First Nation, Halalt First Nation, Lyackson First Nation, Penelakut Tribes, Lake Cowichan First Nation, and Malahat First Nation.

<https://www.cedarwomanhouse.org/>

VIDC contact: Tiffany McLaughlin - tiffany.mclaughlin@viu.ca



December Fundraiser

Grass Roots/Kind Hearts – Campbell River

VIDC contact: Andrea Craddock - Andreacraddock1@gmail.com

PERSONAL INFORMATION PROTECTION ACT

As required by the BC Personal Information and Protection Act (Jan. 1, 2004), the Vancouver Island District Council will make all reasonable attempts to ensure that the personal information of delegates is protected. Contact information collected by the VIDC is solely for use by the VIDC in conducting its business. Such information will not be divulged to any person or organization outside of the VIDC and/or CUPE without prior consent.

Please direct questions or concerns to Sherrene Ross, the VIDC Privacy Coordinator. Submit agenda items, issues, guest speakers to the **President, Amber Leonard** cupe459officer@gmail.com or C: 250 516 3371

AREA REPORTS

At the 1996 Executive Think Tank, a decision was made to streamline the area reports from locals at general meetings, yet still allow the exchange of important information within the Council. In order to achieve this goal, please try to follow the guidelines below:

Report on current, substantive issues in your local, rather than for example, simply indicating that there were several active grievances or that a number of delegates have been sent to a conference. When reporting on problems, grievances, or other issues, include details on

how they were resolved and how they affected your membership.

Restrict your oral report to **two minutes** in length unless circumstances require you to take more time. If there is additional information that you wish to share with the Council, submit it in writing and it will be included in the minutes. Please email copies of your report to the Secretary, vidcsecretary@gmail.com, and one to the CUPE BC Regional Vice-Presidents. Reports not submitted in writing may not be included in the minutes.

KEEPING OUR MEETINGS SCENT FREE

For the comfort of your fellow delegates who may be sensitive to chemicals found in scents, perfumes and aftershaves, please refrain from wearing scents at the Council meeting. Thank you in advance for your cooperation.

DELEGATES LUNCH

An informal lunch will be served in the meeting room at 12:15pm on the day of the general meeting. Cost is \$15 per person payable to the Sgt-at-Arms at the meeting. Lunch for 30 will be arranged and is on a first-come, first-served basis. Please let Amber or Steve know any dietary allergies.



ISLAND DISTRICT COUNCIL EXECUTIVE

<p>President – CUPE BC GVP Amber Leonard C: 250 516 3371 Cupe459officer@gmail.com Term: June 2022 – May 2024</p>	<p>Vice-President Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2023 – May 2025</p>	<p>Treasurer Amy Issel C: 250 886-1256 amyrowe@uvic.ca Term: May 2023 – May 2025</p>
<p>Secretary Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Term: June 2022 – May 2024</p>	<p>Sgt. At Arms Bill Newman T: gakx@hotmail.com Term: June 2022 – May 2024</p>	<p>Diversity Executive Member-at-Large Laurie Whyte T: 250 812-8485 lwhyte@uvic.ca Term: May 2023 – May 2025</p>
<p>Executive Member-at-Large Tiffany DeWildt tdstewardcupe@gmail.com SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 917, 951, 1978, 3886, 4163 Term: May 2023 – May 2025</p>	<p>Executive Member-at-Large/CUPE BC RVP Kirk Mercer T: 250 580-5804 sleestak@shaw.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 374, 459, 947, 2081, 3136, 5101 Term: May 2022 – May 2024</p>	<p>Executive Member-at-Large/CUPE BC RVP Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 50, 358, 382, 410, 441, 2011 Term: May 2023 – May 2025</p>
<p>Executive Member-at-Large Hailey Fielden C: haileyfielden@gmail.com CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals: 606, 788, 873, 1767 Term: Feb. 2022– May 2024</p>	<p>Executive Member-at-Large Stacy Watton C: 250 720 5132 Cupe118@gmail.com CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals 118, 401, 727, 3403 Term: Sept 2023 – May 2025</p>	<p>Executive Member-at-Large Tiffany McLaughlin tiffany.mclaughlin@viu.ca CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals: 1858, 3570, 5278 Term: May 2023 – May 2025</p>
<p>Executive Member-at-Large Kevin McPhail T: 250 339 2707 kevin_mcphail@yahoo.com NORTH REGION (North of Deep Bay & including Powell River) Locals: 2769, 3399, 3479 Term: May 2022 – May 2024</p>	<p>Executive Member-at-Large Andrea Craddock C: 250-204-3857 president@cupe723.ca NORTH REGION (North of Deep Bay & including Powell River) Locals: 439, 556, 723 Term: May 2023 – May 2025</p>	<p>Executive Member-at-Large Martha Higgins T: 604 344 0552 recsec798@gmail.com NORTH REGION (North of Deep Bay & including Powell River) Locals: 476, 798, Term: May 2023 – May 2025</p>

TRUSTEES

<p>Tara Knight (2024) C: 250-883-9590 cupe947tara@gmail.com</p>	<p>TBE (2025)</p>	<p>Christine Szaflik (2026) T: 250 203 8695 cmszaflik@gmail.com</p>
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Vancouver Island District Council Committee Chairs

<p><u>Anti-Privatization</u> Amy Issel C: 250 886-1256 amyrowe@uvic.ca Members: Michael Rheault, Sarah Fairbrass, Tiffany DeWildt Term: May 203–May 2025</p>	<p><u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Members: Sherrene Ross, Tiffany DeWildt Term: May 2023 -May 2025</p>	<p><u>Communication</u> Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Members: Amber Leonard Term: May 2023- May 2025</p>	<p><u>Community Social Services</u> Tiffany De Wildt tdstewardcupe@gmail.com Members: Term: Sept. 2023-May 2025</p>
<p><u>Constitution</u> Martha Higgins T: 604 344 0552 Recsec798@gmail.com Members: Stacey Watton, Sara Fairbrass Term: May 2023 - May 2025</p>	<p><u>Diversity</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Members: Page DeWolfe Term: Sept 2023-May 2025</p>	<p><u>Education</u> Tara Knight C: 250 883-9590 W: 250 475-4220 cupe947tara@gmail.com Members: Nykita Downie Term: May 2023- May 2025</p>	<p><u>Environment</u> Kevin McPhail T: 250 898 4170 kevin_mcphail@yahoo.com Members: Andrea Craddock Term: May 2023- May 2025</p>
<p><u>Hospitality</u> Stacy Watton C: 250 720 5132 Cupe118@gmail.com Members: Tiffany McLaughlin Term: May 2023-May 2025</p>	<p><u>International Solidarity</u> Nykita Downie C: 250-508-3919 souliere@uvic.ca Members: Andrea Craddock Term: Sept 2023 - May 2025</p>	<p><u>Municipal</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca Members: Martha Higgins, Sara Fairbrass Term: May 2023- May 2025</p>	<p><u>OH & S</u> Martha Higgins T: 604 344 0552 Recsec798@gmail.com Members: Sarah Fairbrass, Andrew Schneider Term: May 2023 - May 2025</p>
<p><u>Pensions</u> Kevin McPhail T: 250 898 4170 kevin_mcphail@yahoo.com Members: Stacey Watton, Christine Szaflik, Roberta Giaraulo Term: May 2023 - May 2025</p>	<p><u>Political Action</u> Tiffany DeWildt Members: Term: May 2023 - May 2025</p>	<p><u>Resolutions</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Members: Amber Leonard, Page DeWolfe, Nykita Downie Term: May 2023-May 2025</p>	<p><u>Skilled Trades</u> Kirk Mercer T: 250 580 5804 sleestak@shaw.ca Members: Shannon Mackenzie, Steve Fielden Term: May 2023 – May 2025</p>
<p><u>Technology</u> Steve Fielden fieldensteve@gmail.com Members: Kirk Mercer, Hailey Fielden Term: Nov 2023 – May 2025</p>		<p><u>Women’s</u> Tiffany McLaughlin tiffany.mclaughlin@viu.ca Members: Laurie Whyte, Nykita Downie Term: May 2023 - May 2025</p>	
<p><u>Young Workers</u> Hailey Fielden C: 250 668 8518 haileyfielden@gmail.com Members: Term: May 2023 - May 2025</p>		<p><u>Adhoc Retirement & Recognition</u> Andrea Craddock C: Andreacraddock1@gmail.com Members: Sherrene Ross, Amber Leonard, Sarah Fairbrass , Amy Issel Term: Until completion</p>	

AFFILIATES

LOCAL	SECTOR	REGION
556	Municipal	Courtenay, Cumberland, Comox, Comox Valley Regional District and HIRRA Hornby Island Residents' & Ratepayers' Association
2011	Municipal	Saanich
3399	Municipal	Gold River
382	K-12	Greater Victoria School Board Outside
439	K-12	Comox Valley – School District 71
441	K-12	Victoria – School District 73
459	K-12	Sooke – School District 62
476	K-12	Powell River – School District 47
723	K-12	Campbell River – School District 72
727	K-12	Pacific Rim – School District 70
788	K-12	Gulf Islands – School District 64
947	K-12	Greater Victoria School Board Inside
2769	K-12	Vancouver Island West – School District 84
3570	K-12	Qualicum – School District 69
5101	K-12	Cowichan Valley – School District 79
917	Post-Secondary	Victoria – UVIC Trades, Maintenance and Foods
951	Post-Secondary	Victoria – UVIC Office, Technical and Childcare
1858	Post-Secondary	Cowichan, Nanaimo, Parksville-Qualicum, Deep Bay & Powell River – Vancouver Island University
2081	Post-Secondary	Victoria – Camosun College
3479	Post-Secondary	North Island College
5278	Post-Secondary	Vancouver Island University – Student Union
4163	Post-Secondary	UVIC Education Workers
410	Library	Greater Victoria – Public Library
873	SS & Health	Ambulance and Paramedics of BC
3403	SS & Health	Port Alberni - Assoc. for Community Living
8911	SS & Health	Emergency Communications Professionals of BC
50	Multi-Sector	Victoria Municipal, Victoria SPCA, Gorge Vale Golf Club Outside, Royal Oak Burial, Victoria United Way, Victoria Police Board, City of Langford
118	Multi-Sector	Port Alberni, Ucluelet and Tofino Municipal, Regional District of Alberni-Clayoquot
358	Multi-Sector	Duncan Municipal, North Cowichan, Cowichan Valley Regional District
374	Multi-Sector	Oak Bay, Sidney, North Saanich, Colwood, Metchosin, Esquimalt, Sooke and Abilities Community Services, Together Against Poverty Society, BC Healthy Communities
401	Multi-Sector	Nanaimo, Ladysmith, Parksville, Qualicum, Campbell River Municipal, Nanaimo Regional District, VIRL, North Cedar Improvement, Nanaimo Comm. Bingo Assoc., Lantzville, School District 85, Port Alice, Port Hardy Municipal
606	Multi-Sector	School District 68, School District 69 Family Resources Assoc., Community Social Services
798	Multi-Sector	City of Powell River, qathet Regional District, Powell River Public Library, and Inclusion Powell River

1004	Multi-Sector	Community Social Services
1978	Multi-Sector	Professionals at Island Health (VIHA), Westshore Parks & Recreation Society, Capital Regional District (CRD), Health Science (WSPR), Greater Victoria Housing Society (GVHS)
1767	Tr/Ag/Boards	BC Assessment Authority
NON-AFFILIATES		
3886	Post-Secondary	Royal Roads University
3136	Other	Craigdarroch Castle



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CUPE VIDC Vancouver Island District Council



+ Invite



CUPE VIDC Vancouver Island District Council

+ Invite



VANCOUVER ISLAND DISTRICT COUNCIL
Executive Meeting
May 13, 2023

Call to Order – 9:00AM

Recognition of Territories

Vancouver Island District Council would like to acknowledge and respect the 54 distinct First Nations and cultures on Vancouver Island and Powell River on whose traditional ancestral unsundered (stolen) territories its delegates are grateful to be able to live and work, and whose historical relationships with the lands and territories of what is known on colonial maps as Vancouver Island and Powell River continue to this day. VIDC also acknowledges and respects the Snuneymuxw First Nation on whose lands we hold our in-person meetings. VIDC recognizes that colonization and associated attitudes, policies and institutions have significantly changed Indigenous peoples' relationship with this land, and we are committed to redressing those historical and continued barriers which were created through colonialization as we seek to journey towards reconciliation. We ask all participants to reflect, acknowledge and honor in their own way the Indigenous lands and cultures, on which they live and work.

1. Roll Call of Officers – Sherrene Ross MSC

a. Health & Safety - Emergency Preparedness Plan – Martha Higgins

b. Equality Statement – Shared

c. Green Statement – Kevin McPhail

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Welcome to guests and presenters:

2. Approval of the Agenda MSC
Additions added

3. Approval of Minutes of the Previous Meeting

Motion:

To adopt the minutes as presented

MSC

4. Matters Arising Out of the Minutes MSC

5. Treasurer's Report – Steve Fielden MSC

6. Communications & Correspondence Report – Sherrene Ross MSC

- Telus update on Offers and Information for CUPE members
- CUPE BC updates and announcements
 - Information on education courses being held during July & August
 - Locals wanting SWAG for Pride events can contact CUPE BC by [clicking here](#)
 - Indigenous School Food Circles
 - WA Labour Centre; Summer Institute for Union Women
 - 2023 Jeff Lawson Solidarity Ride

- **Letters of Endorsement**

- From Local 951 – Amy Issel for Treasurer & Anti-privatization committee Chair
- From Local 951 – Laurie Whyte for Diversity Executive M-A-L & Resolutions committee Chair
- From Local 951 – Kirk Mercer for M-A-L Duncan South Region & Skilled Trades committee Chair
- From Local 951 – Nykita Downie for International Solidarity committee Chair
- From Local 5101 – Sherrene Ross for Communication committee Chair
- Information on the Walk to End Violence – Moose Hide Campaign on May 11th
- Thank you letter from the AVICC for VIDC's contribution
- Thank you from Nanaimo Family Life Association
- Thank you from Joseph Mairs Memorial
- Thank you from the Indian Residential School Survivor's Society
- Thank you from The Haven Society
- Thank you from the Sandy Merriman House
- Request for Support from the Vancouver Island Staff Library Conference
- Request for support from the The Cumberland Museum & Archives & the Campbell River, Courtney & District Labour Council – re: Miner's Memorial 2023
- Request for Support from The Victoria Women's Transition House
- Request for Support from the BCSPCA
- Request for Support from SEVA
- BC Heritage Centre's May Newsletter – Article
- Invitation from the Okanagan Mainline District Council for the VIDC President to attend their upcoming Think Tank in May 2023
- Information from The Council of Canadians
- Information on the 2023 CALM Conference in Saskatoon

MSC

7. CUPE BC Executive Report

Amber Leonard

- Huge thank you for all of your support while I ran for GVP for CUPE BC
- Met with the other GVP's for a conversation on our visions
- A big learning curve but confident in my abilities

Kirk Mercer

- Thanks to all the delegates for your support for my position of RVP
- Busy at the CLC with duties of CUPE BC doing rallies and supporting special causes

Dan MacBeth

- Thank you delegates for your support in my run for RVP

Tiffany McLaughlin

- Thank you for your support – I look forward to working with everyone

Hailey Fielden

- Thank you for your support in my return to the Alt. PVP position

Laurie Whyte

- Thank you to delegates for your endorsement in my run for DVP PWD at CUPE BC
- This year has been challenging trying to find our place
- The Day of Mourning event had much better access for persons with disabilities since my calls for action were heard
- Hoping for more of an equity and accessibility lens used when planning in the future

8 National Committees

Tiffany McLaughlin

- We have a meeting in July and will report back next meeting



9. CUPE VIDC Committee Reports

Motion:

That the Diversity Committee donate \$250 to the Gender Journey Program at the Nanaimo Family Life Association

MSC

That the Diversity Committee donate \$250 to Bruce Parisian Library at the Victoria Native Friendship Centre

MSC

The Diversity Committee needs to look at their Terms of Reference to update to current language

That the VIDC donate \$150 to each of the 7 Pride Associations to the total of \$1050

MSC

That the Skilled Trades Committee donate \$500 to the Native Heritage Centres-quarterly fundraiser

MSC

That the Environment Committee donate \$200 to each of the chapters in our area to the Council of Canadians to a total of \$1000

MSC

That the Education Committee donate \$250 to the Native Friendship Centres - quarterly fundraiser

MSC

Education Committee

- Will be hosting Naloxon training for all delegates at an upcoming meeting
- Good Samaritan Act protects us
- Psychological First Aid courses available
- VIDLC offering a 2-day workshop on Unions & the Truth & Reconciliation movement
- Considering building an Indigenous information library for delegates to sign-out

That VIDC donate \$200 to the Moose Hide Campaign

MSC

That the Women's Committee donate \$800 to the Period Promise to be split \$400 to the South end

MSC

That the Women's Committee donate \$500 to Gender Journeys

MSC

That the Women's Committee donate \$500 to the Native Friendship Centre's Women's

MSC

The Retirement & Recognition Committee donate \$100 to the BCSPCA in recognition of Pat Shade's retirement

MSC

That the Anti-Poverty Committee donate \$750 to the Together Against Poverty Society in Victoria

MSC

Suggestion to send a letter along with donation about our dismay with Pivot Legal Society.

Guest:

Stephen Beasley – Report on National Cost-Share

- Total budget \$109,000.00
- Consider which radio stations in your area to use
- Photos will be taken from Victoria to Campbell River area

Motion:

That the Community Social Services committee donate \$500 to the Douglas Street Recovery

MSC



10. VIDC Sectoral Reports

K-12 – N/R

Universities - N/R

11. Unfinished/Old Business

A. Miner's Memorial 2023

- Campsites booked for June 16 – 18, 2023
- 5 sites have been booked 1, 2(Stacey has booked), 11(for 6 days), 13 (both waterfront), 108 (tent site on the point)
- We have secured an RV for camping
- We will move forward with ordering the wreath
- VIDC will host a dinner on Friday night – day visitors are welcome!

Bill, Kevin, Kirk, Stacey, Andrea, Steve, Amber will be camping

B. Native Friendship Centre – Island Wide & The Port Alberni Friendship Centre

- Complete an expense form and give it to Steve

Motion:

That the VIDC round-up to the next \$100 for the quarterly fundraiser donations

MSC

Suggestion: to send a letter, along with donation, to let them know that it is an open donation to be used at their discretion

C. VIDC Purpose statement

- Committee has been working on an updated Purpose Statement

DRAFT:

VIDC Purpose Statement Draft – May 10, 2023

To empower our membership and Island Locals by supporting their efforts to bring fairness, social justice and accessibility to our workplaces and communities, and to promote solidarity through unity based on shared goals and values.

To work as a progressive force to make government implement the TRC 94 calls to action for a just and equitable country that works for all who live here. The Council supports the efforts of the membership, our allies, and the community to bring positive change to the political and social environment.

To uphold the United Nations Declaration on the Rights of Indigenous Peoples, and recognize all human beings are born free and equal in dignity and rights. We stand united in our diversity as an inclusive union and force for social justice.

To provide our membership with educational resources and opportunities to advance their ambitions at work, at home, and in the community.

D. Out of Pocket increase for Executive

- Current rates
 - President, Vice-President, Treasurer, Secretary = \$150.00
- Trustees did not specify an amount
- Last motion of increase was in 2008 (minimum wage was \$8.00)
- Recognized that the Executive does a lot
- Strike an Adhoc committee to look at what an appropriate increase would be

- Tiffany McLaughlin
- Andrea Craddock
- Tiffany DeWildt
- Christine Szaflik
- Steve F.
- This needs to come forward at the September Strategic Planning

E. Resolutions to CUPE National – Laurie Whyte

- Deadline to submit is July 25th

I move that VIDC submit the following 10 resolutions: 3 of the 6 resolutions that VIDC submitted to CUPE BC Convention (#23, #74, and #76); #50 that Local 723 submitted to CUPE BC Convention; 3 from Hailey Fielden, from the CUPE BC Young Workers Committee; 1 from Tiffany, Chair of the VIDC Women's Committee on health care for those in gender transition; 1 from Martha, Chair of the VIDC Constitution committee regarding the method of voting during hybrid meetings; and 1 from Tiffany DeWildt (Anti-Poverty Committee) on the promotion of Naloxone training for a total of 10 resolutions.

Motion:

That VIDC accept the 10 resolutions in principle, to submit to the CUPE BC National Convention 2023 - Laurie Whyte to ensure clean language

MSC

12. New Business

A. OMDC invitation to Amber

Motion:

That VIDC support Amber Leonard's expenses to attend the Okanagan District Mainline meeting on May 26, 2023

MSC

B. May Elections

- Vice-President
- Secretary/Treasurer
- Trustees
- Committee Chairs
- 2 M-A-L – Duncan South Region
- 2 M-A-L – Central Region
- 2 M-A-L – North Island Region

C. Vancouver Island Library Conference Support

Motion:

That VIDC donate \$400 to the Vancouver Island Library Staff 2023 Conference

MSC

D. Pride

Nanaimo Parade June 11th

Due to controversy, VIDC will not be donating to Nanaimo Pride 2023

Victoria Parade July 9th

Come and march with the CUPE BC crew – reach out to Amber for more information

Campbell River Parade June 24th – see Andrea Craddock for more information

Cowichan Pride Parade June 25th – see Page DeWolfe for more information

13. Good of the Council

BC Heritage newsletter highlights

Huge thank you to Steve Fielden for all his work as the Council's Treasurer

14. Adjournment 12:01PM





**Vancouver Island District Council
General Meeting
May 13, 2023**

Call to Order: 1:12PM

Recognition of Territory:

Vancouver Island District Council would like to acknowledge and respect the 54 distinct First Nations and cultures on Vancouver Island and Powell River on whose traditional ancestral un-surrendered (stolen) territories its delegates are grateful to be able to live and work, and whose historical relationships with the lands and territories of what is known on colonial maps as Vancouver Island and Powell River continue to this day. VIDC also acknowledges and respects the Snuneymuxw First Nation on whose lands we hold our in-person meetings. VIDC recognizes that colonization and associated attitudes, policies and institutions have significantly changed Indigenous peoples' relationship with this land, and we are committed to redressing those historical and continued barriers which were created through colonialization as we seek to journey towards reconciliation. We ask all participants to reflect, acknowledge and honor in their own way the Indigenous lands and cultures, on which they live and work.

1. **Roll Call of Officers:** Sherrene Ross **MSC**
- a. **Health & Safety, Emergency Preparedness Plan:** Martha Higgins
 - b. **Equality Statement:** Shared
 - c. **Green Statement:** Amber Leonard

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Welcome to Guests, Staff and Presenters:

Rodger Oakley – National Rep
David Scott – National Rep

2. **Sergeant at Arms Report & Presentation of Affiliates & Credentials:**
- 26 delegates
 - 2 guests
 - 2 staff

3. **Obligation of New Delegates** **MSC**

4. **Approval of the Agenda – September 23, 2023** **MSC**

Motion:

To amend the agenda to move nominations and elections following the Communication report **MSC**

Add: New Business – invitation to Local 723's 65th anniversary celebration

5. **Approval of Minutes of the Previous Meeting – May 13, 2023** **MSC**

6. **Matters Arising Out of the Minutes**



7. **Treasurers Report:** Steve Fielden

MSC

Motion:

That VIDC cover the expenses of a day of training for the current treasurer to ‘train’ the new person

MSC

8. **Communications & Correspondence Report – Sherrene Ross**

MSC

- Telus update on Offers and Information for CUPE members
- CUPE BC updates and announcements
 - Information on education courses being held during July & August
 - Locals wanting SWAG for Pride events can contact them be [clicking here](#)
 - Indigenous School Food Circles
 - WA Labour Centre; Summer Institute for Union Women
 - 2023 Jeff Lawson Solidarity Ride
 - Information on the 2023 CALM Conference being held in Saskatoon
 - Letter of request for support from the The Cumberland Museum & Archives & the Campbell River, Courtney & District Labour Council
- **Letters of Endorsement**
 - From Local 951 – Amy Issel for Treasurer & Anti-privatization committee Chair
 - From Local 951 – Laurie Whyte for Diversity Executive M-A-L & Resolutions committee Chair
 - From Local 951 – Kirk Mercer for M-A-L Duncan South Region & Skilled Trades committee Chair
 - From Local 951 – Nykita Downie for International Solidarity committee Chair
 - From Local 5101 – Sherrene Ross for Communication committee Chair
- Information on the Walk to End Violence – Moose Hide Campaign on May 11th
- Thank you letter from the AVICC for VIDC’s contribution
- Thank you from Nanaimo Family Life Association
- Thank you from Joseph Mairs Memorial
- Thank you from the Indian Residential School Survivor’s Society
- Thank you Haven Society
- Thank you from the Sandy Merriman House
- Request for Support from the Vancouver Island Staff Library Conference
- Request for Support from the Victoria Women’s Transition House
- Request for Support from the BCSPCA
- Request for Support from SEVA
- BC Heritage Centre’s May Newsletter – Article
- Invitation from the Okanagan Mainline District Council for the VIDC President to attend their upcoming Think Tank in May 2023
- Information from The Council of Canadians

9. **Nominations, Elections, and Installation of Officers**

Vice-President	Nominated Sarah Fairbrass cast one ballot	Nominator Hailey Fielden
Treasurer	Amy Issel cast one ballot	Martha Higgin



Sgt-at-Arms

Nominated
Bill Newman
cast one ballot

Nominator
Christine Szaflik

Trustees 3 yr term

Christine Szaflik
cast one ballot

Bill Newman

**Executive M-A-L
South**

Dan MacBeth
Nykita Downie

Central

Tiffany McLaughlin
Stacey Watton

North

Andrea Craddock
Martha Higgins

COMMITTEE CHAIRS:

Anti-Poverty

Nominated

Nominated

Sarah Fairbrass

Kevin McPhail

Anti-Privatization

Amy Issel

Kirk Mercer

Communication

Sherrene Ross

Adam Clutchey

Community Social Services

Tiffany DeWildt

Tiffany McLaughlin

Constitution

Martha Higgins
Laurie Whyte

Tiffany McLaughlin
Andrea Craddock

Diversity

Laurie Whyte

Page DeWolfe

Education

Tara Knight

Nykita Downie

Environment

Andrea Craddock

Kevin McPhail

Hospitality

Stacey Watton

Martha Higgins

International Solidarity

Nykita Downie

Tara Knight

Municipal

Dan MacBeth

Wallis Reid

OH & S

Martha Higgins

Sarah Fairbrass

Pensions

Kevin McPhail

Political Action

Tiffany DeWildt
Kevin McPhail
Keith Todd

Tiffany McLaughlin
Laurie Whyte - withdrawn
Kirk Mercer - withdrawn

Resolutions

Laurie Whyte

Tiffany McLaughlin

Skilled Trades

Kirk Mercer

Hailey Fielden

Technology

Steve Fielden

Kirk Mercer

Women's

Tiffany McLaughlin

Tara DeWildt



Young Workers

Hailey Fielden

Tiffany McLaughlin

Adhoc Recognition & Retirement

Andrea Craddock

Laurie Whyte

Notice of Motion election for next meeting; 2-yr trustee (2025)

Report of the VIDC Executive

That the Diversity Committee donate \$250 to the Gender Journey Program at the Nanaimo Family Life Association **MSC**

That the Diversity Committee donate \$250 to The Bruce Parisian Library at the Victoria Native Friendship Centre **MSC**

That VIDC donate \$150 to each of the 7 Pride Associations to the total of \$1050 **MSC**

That the Skilled Trades Committee donate \$500 to the Native Friendship Centres-quarterly fundraiser **MSC**

That the Environment Committee donate \$200 to each of the chapters in our area to the Council of Canadians to a total of \$1000 **MSC**

That the Education Committee donate \$250 to the Native Friendship Centres - quarterly fundraiser **MSC**

That VIDC donate \$200 to the Moose Hide Campaign **MSC**

That the Women's Committee donate \$800 to the Period Promise to be split \$400 to each campaign **MSC**

That the Women's Committee donate \$500 to Gender Journeys **MSC**

That the Women's Committee donate \$500 to the Native Friendship Centre's Warrior Women **MSC**

The Retirement & Recognition Committee donate \$100 to the BCSPCA in recognition of Pat Shade's retirement **MSC**

That the Anti-Poverty Committee donate \$750 to the Together Against Poverty Society in Victoria **MSC**

That the Community Social Services committee donate \$500 to the Douglas Street Supportive Recovery **MSC**

That the VIDC round-up to the next \$100 for the quarterly fundraiser donations **MSC**

That VIDC accept the 10 resolutions in principle, to submit to the CUPE National Convention 2023 - Laurie Whyte to draft **MSC**



I move that VIDC submit the following 10 resolutions: 3 of the 6 resolutions that VIDC submitted to CUPE BC Convention (#23, #74, and #76); #50 that Local 723 submitted to CUPE BC Convention; 3 from Hailey Fielden, from the CUPE BC Young Workers Committee; 1 from Tiffany, Chair of the VIDC Women's Committee on health care for those in gender transition; 1 from Martha, Chair of the VIDC Constitution committee regarding the method of voting during hybrid meetings; and 1 from Tiffany DeWildt (Anti-Poverty Committee) on the promotion of Naloxone training for a total of 10 resolutions. **MSC**

That VIDC support Amber Leonard's expenses to attend the Okanagan Mainline District Council meeting on May 26, 2023 **MSC**

That VIDC donate \$400 to the 2023 Vancouver Island Library Staff Conference **MSC**

10. CUPE BC Report

Amber Leonard

- Thank you to folks for your support at convention on my election as CUPE BC GVP
- Looking forward to working hard and making great gains for all
- Congrats to my fellow delegates who were also elected

Kirk Mercer

- Thanks for your support
- We got busy right away in Montreal doing good workplaces

Dan MacBeth

- Thanks for electing me at convention
- Will continue the work over the next few years

Tiffany McLaughlin

- Thanks for your support!

Hailey Fielden

- Thank you for your endorsement in February – I was successful in the Alt position once again

Laurie Whyte

- Thank your for all of your support and for endorsing me once again
- This was the first year that people with mobility issues were provided with rides and seating at the Day of Mourning event

Well done to VIDC for their contribution to the CUPE BC Convention – it was very much enjoyed!

11. Reports of the Committees, Sectoral & Working Groups

Anti-Privatization – attached

Anti-Poverty – NR

Communications - NR

Community Social Services – NR

Constitution – Bylaws/Constitution submitted for approval

Diversity – attached

Education – attached

Environment - attached



Hospitality - attached

Pensions - attached

Resolutions – attached

Skilled Trades – NR

Technology – NR

Women's – NR

Recognition & Retirement – Requesting all delegates to submit photos to the committee

Motion to accept all the reports

MSC

12. Area Reports

1767 – attached

1004

- 9 delegates to convention
- Safe supply resolution was passed
- 1004 members struggling with Downtown Eastside clean up
- Science world has joined our local

798 – attached

606

- AGM on June 3rd

374 – NR

118 – attached

50 – NR

2081

- Attended the CLC in Montreal
- Our Local is turning 50 next year
- Using interest from our bank account & EI rebate to celebrate
- May be best agreement we've bargaining since 2000
- Quite a few improvements to benefits
- Shout out to Patrick Barbosa
- Fortunate to bring in Ivan Coyote to campus next week – it will be interactive with students
- Ratified contract

1858 – NR

951 – verbal report

5101 – NR

723 – verbal report

459

- Celebrating our 60th year with a cost-share
- Held our ratification vote – was successful
- Bargaining committees will be set up next year already
- Wanted to note the good work of these committees

439

- Tom DeMayo no longer Superintendent

- Spring staffing well on it's way
- \$ injected into Education Assistants
- AGM is June 3rd

14. Unfinished/Old Business

1. Miner's Memorial June 16 - 18th – camp out

15. New Business

1. Local 723 celebrating 65th Anniversary
Local 723 would like to invite the President and Vice-President to the social on September 16th. 7-11pm
2. Vancouver Island Staff Library Conference

Motion:

That VIDC cover the costs of the President & Vice-President to attend the 65th celebration of Local 723 in Campbell River September 16th, 2023 **MSC**

Motion:

That VIDC donate \$200 to the 2023 Vancouver Island Staff Library Conference **MSC**

3. Thank you from Nykita Downie, Tiffany DeWildt, Stacey Watton & Martha Higgins for sending us to the Women's Conference

16. Good and Welfare of the Council

Jeff Lawson Solidarity Ride

If you are on the Island, and would like to meet the group for lunch, contact Kirk Mercer at sleestak@shaw.ca

Thank you from Amy Issel for sending her to the Women's Conference

17. Adjourn: 4:17PM





AREA REPORTS

Local 1767 – BC Assessment

Greetings and regrets from our President Tina Dhami who just returned from the CLC convention in Montreal... clearly she's not cut from the same cloth as Kirk and Amber who went to CLC AND showed up to VIDC!

I'm pleased to say that shortly we'll have a full slate of delegates to VIDC from our Local, now I just need to get them the next step... in the door! 😊

Our Local is still working on our Employer to do the right thing with regards to 'mobility of work' and telework. It remains a struggle, especially with a CEO who has always disliked telework. The irony is not on me when I note that his office location in Vancouver is on "Virtual Way".

On the grievance front we're beginning to push back on blanket use and abuse of non-disclosure agreements (NDAs) in settlement agreements involving bullying and harassment in the workplace. The Canadian bar association is advocating for change across Canada in this regard and there is also a bill before the senate.

Another notable issue we have is enforcing existing language we have regarding a serious illness that happens while on vacation, in order to take away managers or HR playing doctor, despite the clear medical evidence we have. On the other hand we have a grievance referred to arbitration where a coworker scheduled days off in lieu of overtime but caught Covid and was sick before, during and after the scheduled OT days, which the employer refuses to re-code to sick time.

In sol,
Kevin McPhail
Grievance Officer Local 1767

CUPE 118 VIDC Report May 13, 2023

District of Tofino:

The Employer continues to try to add in flexible hours of work and a 37.5hr work week even though they were put on notice during negotiations last year for hours of work per week. The days of work can only be adjusted by mutual agreement. It is very important to take that time to go over every Job description changes and letters of offer.

City of Port Alberni:

The Employer continues to struggle with keeping our pool open 7 days a week and they fail to see that we are losing FT employees and long time PT employees because of poor management skills and continual shift/hour changes due to closures.

District of Ucluelet:

Reminding Employers about staffing levels that they have agreed to that they have not budgeted for. Hired/ budgeted



for 1 position instead of 4.

Alberni Clayoquot Regional District:

Collective Agreement bargaining starts on Monday morning.

We had Tina Meadows and Rodger Oakley facilitate bargaining and notetaking workshops for our local going into bargaining. All 4 CA expire within the next 12 months and we have 50% new committee members so it seemed fitting to have education come to Port Alberni. We had 17 participants and feed back was good. Thank you to our facilitators.

Local elections were held in February and I was elected by acclamation for another 2 year term as president and will continue my work with VIDC.



Submitted by Stacy Watton

CUPE Vancouver Island District Council Affiliates Report Form

Local Number and Name:

CUPE 723, SD 72 Campbell River

Andrea Craddock May 13, 2023

Delegate Reporting: Date:

Additional Delegates in Attendance: Bill Newman & Christine Szaflik

Report on current substantial issues, accomplishments, trends at your local or workplace, bargaining issues, etc. Indicate how your local was affected, with specific details about how problems/grievances were resolved, and key information that might be valuable to other locals. Use reverse if space provided is insufficient.

* Close to completing our JE matching and doing a final review of Job Descriptions

* Participated in SD 72s Budget Function Discussions. Thankfully, we have a small surplus and CUPE did not see any cuts. The district is trialing a district InReach Team that includes 3 High Behaviour EAs, 3 YCW for each school level as well as increased time for Learning Support Services Professionals and 3 IST positions. Additionally, the district has created a new CUPE Career Education Position and will be drafting a position to reflect a similar positions in Delta & Surrey

* SD 72 has seen a 34% increase in designated students over the past 5 years. I believe this is not unique to most provincial school districts. Although we welcome trialing the new InReach Team, this does not address the EA shortage and Recruitment & Retention must remain a priority.

* SD 72's Principal of Indigenous Education sent out a request to send a letter of support for a Human Rights



Exemption to increase Indigenous Staffing at every level. While the Local supports addressing the under-representation of Indigenous staff, we were not consulted in the creation of this exemption and need time to understand the full implications to our collective agreement before taking it to the membership for a vote. Further, the Local believes the issue is more about recruitment practices and not about overlooking applicants of Indigenous heritage. The local Teachers' Association has cited similar concerns and also requested time for consultation.

* The local has a Step 3 Grievance regarding 2 EAs denied Abnormal Working Conditions pay for colostomy care. EAs in our district are not recognized for any medical services/ training. We took this to Bargaining and were unsuccessful and the district has been back-peddalling on moving to more EA Levelled positions.

* CUPE 723 has submitted a Cost Share with CUPE National for the coming year. We will soon have a new logo and are looking to add/update our event banners & flags as well as swag. This year we are recognizing our 65th year as a local and have incorporated this into our cost share package.

* CUPE 723 is celebrating its 65th Anniversary this fall and is organizing a Dance and Appies event on Sept 16. Invitations will go out to a number of community dignitaries, as well as VIDC Pres/Vice Pres VIDC and CUPE BC.

* Before & After School Childcare positions went out on May 5th ahead of our EA Staffing Day and our Pilot begins in September. Wishing everyone a wonderful summer!



COMMITTEE REPORTS

VIDC Resolutions Committee

Laurie Whyte – Chair

Page DeWolfe, Nykita Downie, Amber Leonard

At the February 11, 2023 VIDC meeting, the VIDC Resolutions Committee submitted 6 resolutions, including one Constitutional and 5 Action resolutions to VIDC delegates for approval to submit to the 2023 CUPE BC Convention. All were approved and submitted to CUPE BC on February 22, 2023, well before the February 27, 2023 deadline.

Thursday, April 27, 2023

2 of VIDC's resolutions were on the Order of the Day.

1 of VIDC's resolutions: "... Raise awareness regarding the intersectionality of equity issues by providing time and space for the 4 Equity, the Women and Gender Rights and Young Workers committees to meet ..." – came to the convention floor, was discussed and was **Carried by the delegates**.

1 of VIDC's resolutions: "... Reducing stigma through language ..." – did not make it to the convention floor



Friday, April 28, 2023

1 of VIDC's resolutions was on the Order of the Day

1 of VIDC's resolutions: "... Infertility as a medical condition ..." – did not make it to the convention floor

Saturday, April 29, 2023

The VIDC constitutional resolution – "... Executive Board composition ..." – was on the Order of the Day, but did not make it to the convention floor.

2 of VIDC's resolutions were on the Order of the Day

1 of VIDC's resolutions: "... Reliable internet service in Northern and Remote areas of BC ..." – came to the convention floor, was discussed and **Carried by the delegates**

1 of VIDC's resolutions: "... Hybrid meetings ..." did not make it to the convention floor – However the CUPE BC Resolutions committee were told that hybrid meetings were already allowed and being held for CUPE BC Committee meetings.

In conclusion, VIDC submitted 6 resolutions, including 1 Constitutional resolution and 5 Action resolutions.

All 5 Action resolutions made it to the Order of the Day, Thursday, Friday and Saturday. 2 of those 5 resolutions made it the floor, were discussed and **Carried** by the delegates.

The VIDC Constitutional resolution was on the Order of the Day for Constitutional resolutions, but did not make it to the convention floor for discussion.

The new format for resolutions was to have Five 'Buckets' or category of resolutions:

1. **Equity & Human Rights** – Thursday: resolutions on the topic of Equity/Human Rights or resolutions submitted by the Equity Committees:
2. **Standing** – Friday: resolutions on topics related to or submitted by the Standing Committees
3. **Sector** – Friday: resolutions on topics related to or submitted by the Sector Committees
4. **Constitutional** – Saturday: resolutions regarding changes to the CUPE BC Constitution
5. **General** – Saturday: resolutions submitted by District Councils and Locals

This new format seemed to work better than the previous couple of years that didn't provide an opportunity for resolutions submitted by District Councils or Locals to be heard.

Many great resolutions did make it to the convention floor to be discussed by the delegates. There were only two resolutions that had any 'con' speakers. It was educational and often emotional to hear the delegates who spoke share their personal stories about the topics of the resolutions. Sharing personal experiences drove home the need for change and how CUPE BC could act to help make those changes.

There continues to not be enough time for resolutions as evidenced by the fact that all 6 of VIDC's resolutions did make it to the Order of the Day, but only 2 of those resolutions made it to the convention floor to be discussed and voted on by the delegates. There is no easy answer to this and the CUPE BC Executive continues to try to find a way to manage the convention agenda to fit everything in and still allow for the discussion of the many resolutions submitted.

There were a total of 97 resolutions and 2 Late resolutions submitted this year. Of those 97 resolutions, 10 were Constitutional and 1 of those 10 was withdrawn by the submitter (CUPE BC Executive Board).



On Thursday, under the Equity & Human Rights block, 13 resolutions came to the convention floor and all 13 were carried by the delegates.

On Friday, under the Standing block, 6 resolutions came to the convention floor and all 6 were carried by the delegates.

Also on Friday, under the Sector block, 7 resolutions came to the convention floor and all 7 were carried by the delegates.

On Saturday, under the Constitution block, 7 resolutions came to the convention floor and all 7 were carried by the delegates. Constitutional resolutions require a two-thirds majority to pass.

Also on Saturday, under the General block, 17 resolutions came to the convention floor. One resolution was referred back to the Resolutions Committee (#24 – Infertility as a Disability – not the one submitted by VIDC) and the remaining 16 resolutions were carried by the delegates.

So, out of a total of 97 resolutions submitted, 50 made it to the convention floor for discussion and voting by the delegates. Late resolutions do not come to the convention floor for discussion and voting by the delegates until all other resolutions have come to the convention floor, been discussed and voted on by the delegates.

Respectfully submitted

Laurie Whyte

Laurie Whyte, Chair, VIDC Resolutions Committee.

VIDC Diversity Committee Report May 2023

Laurie Whyte - Chair

Page DeWolfe, Nykita Downie, Hailey Fielden

• **May is Asian American and Pacific Islander Heritage Month**

I'm sure most of us are aware of Canada's history of importing Chinese workers to build the railroad but there's much more than that to Asian worker labour history in Canada, and there are of course still challenges today. The CLC published a short article on April 30th that is worth a read: <https://canadianlabour.ca/celebrating-the-contributions-of-asian-canadian-workers-to-canadas-labour-history/>

Also a shout out to the Asian Canadian Labour Association <http://aclaontario.ca/> - you can get involved with the BC arm through email at ACLAINBC@gmail.com

• **May is also Jewish Heritage Month**

According to Statistics Canada, about 1.5% of the population identify as ethnically or religiously Jewish, making Canada the third largest Jewish community, globally. As antisemitic hate speech and violence has seen an unfortunate rise in recent years, this is a great month to learn about or reacquaint yourself with Jewish contributions to Canada through <https://jewishheritage.ca/>

• **June kicks off Pride celebrations around the province**

First up is Alberni Valley Pride **May 29-June4** -- no parade but a celebration in the park with potential for vendor tables Nanaimo Pride will be doing a parade and celebration **June 11th** - parade applications are up online <https://www.nanaimopride.ca/pride-festival-application-forms> but they are keeping most of the details unpublished -- even the fees for the parade are only being released after one applies for the parade as they "depend on the organization"



Comox Valley Pride didn't seem to have any distinct events but they are promoting the Campbell River event on **June 24th** at the Tidemark -- it's not clear if there are other events in the region around Pride or if there is room for labour participation.

Cowichan Pride Parade is set for **June 25th** - there is no fee for the parade itself as this is the first year -- however they are asking for no vehicles or floats as they figure out how to make it all work. If you are interested, the parade marchers will gather at 10:30 in the VIU parking lot and after a welcome by elders at 11 am will move to the Duncan City Square for noon festivities.

Victoria Pride Parade will happen on **July 9th** and the Victoria Labour Council has again applied for a position in the parade.

Salt Spring Island Pride Festival will return on **July 28-31/2023** no details yet about vendor applications.

Vancouver Pride Parade will be happening **August 6th** and CUPE BC is working with other labour unions on that front to ensure more of our members can participate this year.

Of course we cannot ignore the ongoing threats to trans and queer British Columbians and to our city, school, and library workers who support Drag and Rainbow Storytimes and other events.

At CLC this week, an emergency motion was brought to the floor to encourage affiliates to actively oppose the attacks against workers in schools and libraries and other areas, including a call to form flying squads to provide meaningful support in the face of threats and intimidation around events. Queer workers across the country are stepping up but we need more people to join in the fight. Trans rights are human rights and drag is not a crime.

If you have the capacity and know that there is an active threat in your community, please reach out to find out how you can best show solidarity and allyship.

- ***Some UN International Days of note May-Sept***

May

03 May [World Press Freedom Day \(UNESCO 26 C/Resolution 4.3\)](#)

15 May [UN Global Road Safety Week \(biennial\) \[WHO\]](#)

[International Day of Families \(A/RES/47/237\)](#)

17 May [World Telecommunication and Information Society Day \(A/RES/60/252\)](#)

20 May [World Bee Day \(A/RES/72/211\)](#)

21 May [World Day for Cultural Diversity for Dialogue and Development \(A/RES/57/249\)](#)

22 May [International Day for Biological Diversity \(A/RES/55/201\)](#)

25 May [Week of Solidarity with the Peoples of Non-Self-Governing Territories, 25-31 May \(A/RES/54/91\)](#)

June

03 Jun [World Bicycle Day \(A/RES/72/272\)](#)

05 Jun [World Environment Day \(A/RES/2994 \(XXVII\)\)](#)

07 Jun [World Food Safety Day \(A/RES/73/250\)](#)

08 Jun [World Oceans Day \(A/RES/63/111\)](#)

12 Jun [World Day Against Child Labour](#)

15 Jun [World Elder Abuse Awareness Day \(A/RES/66/127\)](#)

18 Jun [International Day for Countering Hate Speech \(A/RES/75/309\)](#)



- 20 Jun [World Refugee Day \(A/RES/55/76\)](#)
- 23 Jun [United Nations Public Service Day \(A/RES/57/277\)](#)
- 26 Jun [International Day against Drug Abuse and Illicit Trafficking \(A/RES/42/112\)](#)
- 30 Jun [International Asteroid Day \(A/RES/71/90\)](#)

July

- 03 Jul [International Day of Cooperatives \(A/RES/47/90\)](#)
- 11 Jul [World Population Day \(A/RES/45/216\)](#)
- 20 Jul [World Chess Day \(A/RES/74/22\)](#)
- 28 Jul [World Hepatitis Day \[WHO\]](#)
- 30 Jul [International Day of Friendship \(A/RES/65/275\)](#)
- 30 Jul [World Day against Trafficking in Persons \(A/RES/68/192\)](#)

August

- 01 Aug [World Breastfeeding Week, 1-7 August \[WHO\]](#)
- 09 Aug [International Day of the World's Indigenous Peoples \(A/RES/49/214\)](#)
- 12 Aug [International Youth Day \(A/RES/54/120\)](#)
- 19 Aug [World Humanitarian Day \(A/RES/63/139\)](#)
- 23 Aug [International Day for the Remembrance of the Slave Trade and Its Abolition \[UNESCO\] \(29 C/Resolution 40\)](#)
- 31 Aug [International Day for People of African Descent \(A/RES/75/170\)](#)

September

- 05 Sep [International Day of Charity \(A/RES/67/105\)](#)
- 09 Sep [International Day to Protect Education from Attack \(A/RES/74/275\)](#)
- 15 Sep [International Day of Democracy \(A/RES/62/7\)](#)
- 18 Sep [International Equal Pay Day \(A/RES/74/142\)](#)
- 23 Sep [International Day of Sign Languages \(A/RES/72/161\)](#)
- 28 Sep [International Day for Universal Access to Information \(A/RES/74/5\)](#)

The full list of dates is available here: <https://www.un.org/en/observances/list-days-weeks>

VIDC Environment Committee

May 2023
Kevin McPhail (Chair)
Member – Andrea Craddock

Donation: Council of Canadians

The Council of Canadians is a grass-roots social and climate justice advocacy group with chapters in Campbell River, Powell River, Comox Valley, Nanaimo and Victoria.
A snippet from their Pacific Region May update:

...how can we create a more just and equitable economic system while safeguarding the lands, waters, and atmosphere that make the Pacific region hospitable to so many, humans and non-humans alike? Governments have struggled to provide meaningful answers, preferring to defer the real work of decolonization and decarbonization to



some distant future date.

For the rest of their update, go to: <https://canadians.org/analysis/spring-2023-chapter-update-pacific-region/>

Environment and Climate Justice Award

A big round of applause to this year's winner of this award, Michael Pollard of Local 15. He has made a lasting impact at the Emily Carr University of Art and Design and other community groups and has an extensive history of achievements. The \$1,000 award was presented during Earth Week in April and is donated to an environment cause of the recipients choice.

Climate Change

After a cold and stormy early Spring the temperatures are shifting into high gear and with that reports of massive forest fires in Alberta displacing thousands with a provincial state of emergency having being declared. Closer to home we have the renewed potential from flooding due to rapidly melting snowpacks. I hope everyone stays safe!

Cut Broom While in Bloom

Hats off to attendees of the AVICC conference. In April a resolution to "Control the Spread of Scotch Broom" was voted on and it passed unanimously!

AVICC is the Association of Vancouver Island Coastal Communities (Vancouver Island, all islands & the Sunshine Coast.).

Broombusters started in Qualicum Beach in 2006, so it was Qualicum Beach that presented the Resolution. Every local government in the AVICC has agreed: **We need to take strong action about Scotch broom**

The Comox Valley broombusters group has sharpened their loppers and have been out for two weeks straight... please consider joining a local broombuster group for the short cutting season!

SHARE Investor Conference

With thanks to the Council, Christine and I attended this conference in Vancouver.

On the surface of it, the SHARE Investor Conference sounds like a very dry event, focused on what is wrong with our world, and by extension, our environment. With the title "investor conference" you might picture a focus on how to make money by continuing colonial industrialization and commodification of our planet.

Thankfully THIS investor conference is the polar opposite... It focuses instead on how can we as pension fund holders, potential investors, and labour representatives work together to change our planet for the better through financial reconciliation with First Nation communities, effective actions on ethical and social responsible investing, influencing companies to improve their governance to improve worker treatment and direct investing in measures to reduce Climate Change.

This year's conference started with keynote speaker Thomas Homer-Dixon, author of *Commanding Hope for a World in Peril*. In his speech he described what he referred to as a "global polycrisis" with the confluence of climate change, systemic inequalities, migrant crisis and war and the fact that the climate crisis is increasingly driving the overall crisis.

Rather than giving in to despair he calls for the sustained and powerful impact of hope while confronting carbon emissions and economic inequality. While our crisis is unprecedented so too are our levels of hyper-connectedness,



scientific knowledge and awareness of our fate if we do not act. It's impossible of course to summarize his speech or his writing in a short paragraph or two so please, look for his work, and look to the future with hope!

Over two days the SHARE investor conference had numerous and diverse panels.

A leadership panel included Carol Anne Hilton, CEO and Founder of Indiginomics Institute and the Global Centre of Indiginomics. First Nations leaders not only were involved in leading many of the sessions, but were there in equal part as investors, fund managers and community leaders. During the conference a blanket ceremony was held celebrating the milestone mark of \$100 million raised by Raven Indigenous Capital Partners which created an Indigenous culture centred approach to impact investing. One common theme of similar funds is to be as mindful of the economics of the decision as they would treat their traditional lands themselves....you have to mindful of the way you invest impacting future generations and move towards 'relational' interactions rather than 'transactional'.

While other sessions involved such issues as affordable housing, pension legislation changes, the opioid crisis and reducing the environmental and social impacts of mining, the common threads of the impact of investing on our environment and First Nations communities were pervasive and all Locals should consider participating in this annual conference.

Stay safe... and get out there and volunteer with an environmental group in your community!

VIDC Pension Committee

May 2023
Kevin McPhail (Chair)
Members - Christine Szaflik, Stacy Watton, Roberta Ciaraulo
Pensions are good!

Christine and I attended the SHARE investor conference in Vancouver in February with many thank to the council. Using the principle of juniority on this committee Christine was voluntold to report back...here it is!

SHARE Investor Summit- The Power of Many February 15 & 16, 2023

SHARE= Shareholder Association for Research and Education

It was a great experience to attend this year's SHARE Investor Summit. The members were from all over Canada and the US, with expert panelists attending from all over the world. I really wasn't sure what to expect but I certainly appreciated what unfolded over the two days I was there! We met either as one group, or split into different rooms for panels and discussions. When we had a choice, Kevin and I split up to cover as much as we could to bring back for VIDC. It was very interesting to not only hear all the different panelists and ideas but to also meet all the different people representing various groups' money from all across North America!

Commanding Hope in a World in Peril

Thomas Homer Dixon opened up this year's summit with a message of HOPE. The problems of the world are so overwhelming, the world is in polycrisis- a whole bunch of stuff is in trouble. We have our own underlying drivers- social media, economic insecurity, racism, etc. There are psychological impacts to our children- it's easy to sustain



hope if we aren't honest. Climate change is real, we need high power, zero-carbon emitting energy. In the end, we really have to do it for our children and their future.

The panel members each spoke about their topics. We heard about Indiginomics and getting back to more traditional thinking- we are a world together and it shouldn't be about profit. We need to take more Indigenous views, remembering community, family, and most of all, our children. Indigenous are still seen as "The Indian Problem" and this needs to stop. There is still much more inclusion to be done. The black community panelist spoke about them starting up a homework club. They had a lot of money to help, but the program didn't work in their community due to all of the other problems in their area- a polycrisis. Things like high crime rates, homelessness, drug use, and high unemployment are higher in their community and all combined to prevent this program from working here where in other areas it had been much more successful. A university pension group representative talked about healthy markets and investments for a successful change in our direction with climate change. They emphasized your boards need to speak to their members to find out what it is they want and talk to people- gather hindsight, insight- where are you going??

[Kevin's note: the author closed his comments stating "we either get radical with climate change or the climate will get radical with us."]

*** check out the Sustainable Action Council and climateinvesting.ca

Mining, Pharmaceutical, Carbon Emissions

Big companies make a request from their smaller companies to submit data. Investors can and should insist upon this information. This drives the government to act with more ambition. EVERYONE has a role to play, it keeps everyone accountable. GLOBAL RULES are important to be sustainable and this agenda needs to be set. These conversations are being avoided but they need to be had now.

The United Nations needs to be involved and the regulatory issues need to stay in dialogue. The CDP (Carbon Disclosure Project) takes all of these concerns that other have and tries to come up with best practice. Standardization will help prevent burn out. MANDATORY disclosure helped everyone, not just the workers. Right now, this isn't working because it isn't the right people at the tables, not the right issue, not the right questions or idea for that group. For instance, people are still investing in the companies that push opioids and people are turning to street sources. The solution is to regulate it, but look at the problems that arise either way. In mining or oil, there has to be regulatory efficiencies and a way to standardize the way we get carbon data.

Investors CAN change corporate behaviour, disclose WHY they are looking for disclosure around their carbon emissions. Investors can sign a letter saying why they want reports, companies do respond! After putting out science-based targets, companies have reduced their emissions 8.2% on average. 3 out of 5 companies do what their investors want. However, the executives responsible for opioids and that crisis aren't being held accountable. Johnson and Johnson even got away with creating another company, then made that company go bankrupt and take the liability.

REMEMBER! Your boards need to be educated. You need to have a 3rd party to provide oversight of managers. Tell your members you will need to change your investments over the years, but some things don't even exist yet, so that is a variable. And remind them products are created to meet demands. Share your costs of services, collaborate with other companies. There are like minded shareholders, network!

**Shareholders Association

Indigenous Reconciliation Investing



When you meet, just assume you know nothing and listen. Think in terms of generations, we need a shift in our economy or there will be nothing left for our children. We need to think about language and how we use it and change it. We have to look at our calls to action, what are we going to do to make a difference. Women are bearing the brunt of male privilege and patriarchy so we need to shift our lexicon, provide healthier opportunities for men. Their outlook is using 25cents on every dollar to into their relationships. It's expensive, but making a difference. It is a REDISTRIBUTION OF WEALTH.

[Kevin's note – Leanne Joe, a hereditary chief of the Squamish First Nation noted "is the bottom line worth more than your children's life?" There was a blanket ceremony during the conference to celebrate Raven Indigenous Capital Partners achieving \$100 million in capital. The concept of potlatch for the redistribution of wealth was raised to be fair/equal and to help those in need. There has been an cumulative negative economic impact on First Nations through the Indian Act and the Reservation system since there is no ownership and no intergenerational wealth transfer. The phrase "trauma-informed venture capital" was used to describe indigenomics in action.

Paul Lacerte of the Carriere territory along the Highway of Tears spoke of moose hunting along remote logging roads and how he had been trained by the RCMP for what to look for with regards to signs of human remains. This led his daughter Raven to start the moose-hide campaign with 3.5 million squares distributed to date. That territory's growth centered on destructive industries controlled by colonial and capitalist rulers and by extension a destructive patriarchy full of dangerous male privilege. The moosehide campaign strives to promote humility and healthier masculine love.]

**Canadian Council for Aboriginal Business

Shared Prosperity: Investor Case For Freedom of Association and Collective Bargaining

Why should investors care? It's about child labour, forced labour, union busting, dismissals of union organizers, etc. It's important on a portfolio level- inequality, freedom of association. It helps to mitigate risks, unions help themselves- Health and Safety Committees and contracts. There are also social guardrails- the soft law instruments such as OECD guidelines.

A member from the Canada Goose Company spoke to us about starting a union at their work place. The benefits have been amazing: quality feedback from workers, realities are connected, the overall performance of the business has now really been leashed as the quality of management has vastly improved as they are now better stronger and more mature, and now there is diversity so there is more innovation and a strengthened skill behind the entire workforce.

**True Value- investigates new companies and topics around investment

Reprise- investigates issues with said companies, but then we need to consider what companies actually report (like injury rates, etc). The workers' point of view isn't always the same as the employers!!

Our Economic Future

Competition Law curbs the monopoly power in our economy. The laws in use right now are from the 1980's, there is a need for reform. Many people are trying keep these diverse views out of conversation but we really do need them right now with everything changing so fast. The current laws are ineffective. Bill 228 is regarding pension plans and the benefactors and should be a high priority. Right now we have a high reliance on monetary policies and how those determine success. Banks are constantly raising rates. Business owners aren't getting together here.... Europe doesn't think like this. The first thing we need to do is pay our deficiencies, but lenders don't like this idea and may lend less.

Solutions??? We could have a National Pension Insurance Company. But people don't want to pay the premiums. When a company goes insolvent, keep the company running anyway- but this depends on the market.



Bill 228 has support from all parties but is it the key issue? Most people can't retire, so we need to make sure we all have a pension and we all are protected from inflation. Right now, Canada Pension does do this, it's a large pool of money that is invested smartly and universally. It is properly funded and you can rely on it.

Investors for Racial Equity

Racial equity in retail and with precarious workers has been getting worse. You can ask companies what their practices are around this. The Canadian food chain is mainly migrant workers. And employers don't understand FULL equity at all. And do they review their policies? Are they working? There are racial equity audits that review products, services, employees and make sure these companies are accountable.

They spoke about racism in Canada and the US, and how racial justice is worker justice at EVERY level. Companies should now be doing racial equity audits. Shareholders can use these to make sure companies are accountable.

We can help by introducing coloured companies and people to people who can help them, like introducing women and gendered people into tech companies.

Driving Climate Action

Shareholders can all help to keep companies responsible and look for investments that promise "net zero" by a certain year . If their companies aren't promising this, don't invest with them.

Private and public investment societies all use investment firms to figure out who to invest in. For your own investments, do a carbon footprint to see what your plan invests in, and ALWAYS look to external consultants.

[Kevin's notes: There are many different targets...and many environmental groups feel they are all inadequate to control rising global temperatures. The Municipal Pension Plan target is to be carbon neutral by 2050 in their investments while other groups like the University Pension Plan out of Ontario targets 2040. Plan holders and like-minded Trustees believe that "voice over exit" is best...to advocate for change from within as opposed to walking away and having no influence.]

** climateengagement.ca

Author – Christine Szaflik

...and now, back to our regularly scheduled program!

CUPE BC Pension Committee

The pension committee met for two days in March. The first day was for the regular business of the committee in Burnaby and on the second day we drove out to Surrey to the Surrey Firefighters Association Office to attend a MEPAC meeting which stands for Municipal Employees Pension Advisory Committee.

The meeting was broken into three presentations:

1) Canada's Public Pensions

Ifigenia of Triple "A" Cdn Pensions Consultants provided us with an overview of the Old Age Security (OAS) and Canada Pension Plan (CPP) systems. He had worked for Service Canada for 35 years and was a wealth of knowledge.

The goal when retiring, if possible, is to have 70% of your pre-retirement income in order to maintain a similar lifestyle. There are ways to plan your future to maximize your access to both plans and minimize clawbacks. OAS will start to be clawed back at \$86,912 currently and you can defer starting OAS until 70 if you're always in a clawback situation. If



you have a one year spike in your income and face clawback, you can fill out form T1213(OAS) declaring that your income will fall back the next year, and avoiding clawback.

She indicated that many people were not aware that low income individuals were entitled to a survivor allowance when a partner passes. Additionally after the age of 60 there is the able to share your pension with a spouse, though the amount depends on how long you have been together.

You can apply to receive CPP as early as 60, though it decreases by 0.6% for each month under 65. You also don't need to stop working in order to qualify for early CPP, though you still need to contribute to it before turning 65. You have the option of continuing to contribute after 65 which becomes a Post Retirement Benefit in addition to the basic CPP.

For more information or to hire her group for an education session email ifigenia_f@hotmail.com

2) Municipal Pension Retirees Association

Terry Erkin, provincial president, made a presentation to the group. This association formed in 2003 and as with any organization there is strength in numbers. Their website is www.mpra.ca and membership costs \$40/couple and \$20/single with the first year free.

They're on linked-in and facebook and do advocacy work for their members with regards to such things as medication caps and cost of living caps in pension rates. Members also enjoy social activities and access to group insurance products for example.

3) BCI – Economic Update

Rob Blazey and Jennifer Schweers reviewed the BCI take on the economic situation and their strategy for investing pension funds. In a broad sense they have to use a multi-generational focus since the funds are grown by existing workers and must support the older generations of retired workers.

They felt we are n the cusp of a recession, likely within 12 months, though they do a number of different risk modelling scenarios with the probability of 'stagflation' at 10%, a 'soft landing' at 20% but a recession at 50% and a severe recession at 20%.

By analyzing trends in macroeconomic factors such as gross domestic product (GDP), unemployment rate and the Consumer Price Index (CPI) they follow the economic/business cycle in order to better time balancing of the portfolios between long-term and short term holdings. These holdings can be growth, income, defensive or inflation-protection assets and they need to be balanced depending on the cycle and outlook. As many investors know...diversification is key.



All in all it was a very busy and interesting two days!

If you haven't seen it yet... take a look at the CUPE BC Pensions Fact sheet: https://www.cupe.bc.ca/?jet_download=19959

I'll ask Sherrene nicely to add it to our VIDC Resource page!

CUPE National Articles

https://cupe.ca/we-cant-take-our-foot-gas-now-50-years-making-canadas-public-pensions-fall-short-seniors-needs?utm_medium=email&utm_source=CUPEToday

https://cupe.ca/little-time-left-toronto-metropolitan-university-resolve-shocking-pension-dispute?utm_medium=email&utm_source=CUPEToday

Municipal Pension Plan Updates (MPP)

This is the link to your plan: <https://mpp.pensionsbc.ca/your-pension>

There have been no recent updates to this website.

Public Service Pension Plan Updates (PSPP)

If you are a member of this plan, this is their main page: <https://pspp.pensionsbc.ca/>

<https://pspp.pensionsbc.ca/>

There have been no recent updates to this website.

Canada Pension Plan

Of course one large part of our income in retirement comes from the Canada Pension Plan. Details can be found here:

<https://www.canada.ca/en/services/benefits/publicpensions/cpp.html>

Hospitality Report May, 2023

We are continuing with our meeting draws and hope that everyone is happy with the items that we have been able to locally source on the Island and Canadian made.

February draw winners were Rodger Oakley, Swati Scott, Dan McBeth, Aileen O'Keefe, Keith Todd, Tiffany DeWildt, Tony Ferriera, Tara Knight, Shannon McKenzie, Michelle Waite, Paige Dewolf, Sherrene Ross, Sarah Fairbrass, and Donald Grant.

We want to thank delegates who graciously donate items to our draws throughout the year. This enables us to have more draws and keeps our budgets down.

Submitted by Stacy Watton and Tiffany McLaughlin

Hospitality Committee Chair and committee member

Anti-Privatization Committee (APC)

The Anti-Privatization Committee:

The committee is focusing its time on researching the contracting out language that locals have in their collective agreements, and when they expire. The committee hopes to engage with locals regarding their language and discuss potential suggestions for improvements, if applicable.

Members are encouraged to reach out to the Chair of the committee, amyrowe@uvic.ca, if you would like to discuss or share ways that you were successful with negotiating language into their collective agreements.

Respectfully submitted:

VIDC Anti-Privatization Committee

Amy Issel, Chair

Sarah Fairbrass

Michael Rheault

